

Dated: August 1, 2018.

Shay D. Assad,

Director, Defense Pricing/Defense
Procurement and Acquisition Policy.

Dated: August 14, 2018.

Jeffrey A. Koses,

Senior Procurement Executive/Deputy CAO,
Office of Acquisition Policy, U.S. General
Services Administration.

Dated: August 2, 2018.

William G. Roets, II,

Acting Assistant Administrator, Office of
Procurement, National Aeronautics and
Space Administration.

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DEPARTMENT OF DEFENSE

GENERAL SERVICES ADMINISTRATION

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

48 CFR Parts 1, 11, 22, and 52

[FAC 2005-100; FAR Case 2017-001, Item
I; Docket No. 2017-0001; Sequence No. 1]

RIN 9000-AN27

Federal Acquisition Regulation; Paid Sick Leave for Federal Contractors

AGENCY: Department of Defense (DoD),
General Services Administration (GSA),
and National Aeronautics and Space
Administration (NASA).

ACTION: Final rule.

SUMMARY: DoD, GSA, and NASA are
adopting as final, without change, an
interim rule amending the Federal
Acquisition Regulation (FAR) to
implement the Executive Order (E.O.),
Establishing Paid Sick Leave for Federal
Contractors. The interim rule also
implemented a final rule issued by the
Department of Labor.

DATES: *Effective:* August 22, 2018.

FOR FURTHER INFORMATION CONTACT: Ms.
Zenaida Delgado, Procurement Analyst,
at 202-969-7207 for clarification of
content. For information pertaining to
status or publication schedules, contact
the Regulatory Secretariat Division at
202-501-4755. Please cite FAC 2005-
100, FAR Case 2017-001.

SUPPLEMENTARY INFORMATION:

I. Background

DoD, GSA, and NASA published an
interim rule in the **Federal Register** at
81 FR 91627 on December 16, 2016, to
implement E.O. 13706, Establishing
Paid Sick Leave for Federal Contractors.
The E.O. was signed September 7, 2015,
and was published in the **Federal**

Register at 80 FR 54697 on September
10, 2015. The E.O. seeks to increase
efficiency and cost savings in the work
performed by parties who contract with
the Federal Government by ensuring
that employees on those contracts can
earn up to 7 days or more of paid sick
leave annually, including paid sick
leave for family care. The interim FAR
rule also implemented the final rule
issued by the Wage and Hour Division
of the Department of Labor (DOL) to
implement E.O. 13706. The DOL final
rule, entitled “Establishing Paid Sick
Leave for Federal Contractors”, was
published in the **Federal Register** at 81
FR 67598 on September 30, 2016. Seven
respondents submitted comments on the
interim FAR rule.

II. Discussion and Analysis

The Civilian Agency Acquisition
Council and the Defense Acquisition
Regulations Council (the Councils)
reviewed the comments in the
development of the final rule. A
discussion of the comments is provided
as follows:

A. Summary of Significant Changes

There are no changes to the interim
rule.

B. Analysis of Public Comments

Comment: Six respondents strongly
supported the interim FAR rule. The
respondents stated that the interim rule
is necessary to guarantee more workers
the job and economic security that paid
sick days provide, reduce workplace
contagion, and increase productivity
and retention. The respondents also
presented rationale as to why the
interim rule will benefit businesses,
individual workers, taxpayers, and the
economy.

Response: Noted.

Comment: One respondent provided a
scenario and asked whether in that
instance the contract was subject to the
requirements of this FAR rule. The
respondent described a contract action
extending the term of the contract by
exercising an option adjusting the price
for escalations in labor rates.

Response: According to DOL (see
Notice of Proposed Rulemaking, 81 FR
9592, published February 25, 2016),
unilateral exercise of a contract option
that has pre-negotiated prices that are
subject to adjustment due to escalation
in labor rates is not a new contract
covered by E.O. 13706, as implemented
in the DOL rule and FAR rule, as long
as no bilateral negotiations occur (other
than any necessary to determine and
effectuate those pricing adjustments).

III. Executive Orders 12866 and 13563

Executive Orders (E.O.s) 12866 and
13563 direct agencies to assess all costs
and benefits of available regulatory
alternatives and, if regulation is
necessary, to select regulatory
approaches that maximize net benefits
(including potential economic,
environmental, public health and safety
effects, distributive impacts, and
equity). E.O. 13563, Improving
Regulation and Regulatory Review,
emphasizes the importance of
quantifying both costs and benefits, of
reducing costs, of harmonizing rules,
and of promoting flexibility. This is not
a significant regulatory action and,
therefore, was not subject to review
under section 6(b) of E.O. 12866,
Regulatory Planning and Review, dated
September 30, 1993. This rule is not a
major rule under 5 U.S.C. 804.

IV. Executive Order 13771

This rule is not subject to E.O. 13771,
Reducing Regulation and Controlling
Regulatory Costs, because this rule is
not a significant regulatory action under
E.O. 12866.

V. Regulatory Flexibility Act

DoD, GSA, and NASA have prepared a
Final Regulatory Flexibility Analysis
(FRFA) consistent with the Regulatory
Flexibility Act, 5 U.S.C. 601 *et seq.* The
FRFA is summarized as follows:

DoD, GSA, and NASA are converting to a
final rule, without change, an interim rule
that amended the Federal Acquisition
Regulation (FAR) to implement Executive
Order (E.O.) 13706, Establishing Paid Sick
Leave for Federal Contractors, dated
September 7, 2015, and associated
Department of Labor (DOL) regulatory
requirements at 29 CFR part 13. DOL
published a final regulatory flexibility
analysis in their final rule (81 FR 67598 at
67703).

The FAR rule established requirements for
contractors under contracts containing the
clauses at FAR 52.222-6, Construction Wage
Rate Requirements, or FAR 52.222-41,
Service Contract Labor Standards, *i.e.*,
“covered contracts,” to allow employees to
accrue and use paid sick leave in accordance
with E.O. 13706 and 29 CFR part 13.
Contractors must also include a paid sick
leave contract clause in covered subcontracts
and require covered subcontractors to
include the substance of the clause in
covered lower-tier contracts.

No public comments were received in
response to the initial regulatory flexibility
analysis.

This rule applies to contracts and
subcontracts at all tiers covered by the
Service Contract Labor Standards statute, or
the Wage Rate Requirements (Construction)
statute, which require performance in whole
or in part within the United States. For
procurement contracts where employees’
wages are governed by the Fair Labor

Standards Act, this rule applies when the contract exceeds the micro-purchase threshold, as defined in FAR 2.101. When performance is in part within and in part outside the United States, the rule applies to the part of the contract or subcontract performed within the United States. Data available through the Federal Procurement Data System (FPDS) for Fiscal Year 2015, reveals contracts were awarded to 18,874 unique small business vendors for services, which contained the FAR clause at 52.222-41, Service Contract Labor Standards. Additionally, contracts were awarded to 6,753 unique small business vendors for construction, which contained the FAR clause at 52.222-6, Construction Wage Rate Requirements, for a total of 25,627 unique small businesses.

The DOL final rule identifies records to be kept by all firms, including small entities (29 CFR 13.25). Some records are already required under the Fair Labor Standards Act, Service Contract Labor Standards statute, the Wage Rate Requirements (Construction) statute, and their governing regulations. DOL noted in their final rule (81 FR 67598 at 67669) that OMB assigned control number 1235-0029 for the recordkeeping requirements related to paid sick leave. The information collection requirement under 1235-0029 includes recordkeeping and regulatory familiarization.

Regarding initial implementation, DOL assumed firms that need to create a sick leave policy will each spend 10 hours of time developing this policy, regardless of the number of employees, and firms with a program in place will spend one hour, regardless of the number of employees. DOL also stated in its final rule that “Transfers from small contractors and costs to small contractors in Year 1 are less than 0.02 percent of revenues on average and are no more than 0.17 percent in any industry”. Therefore, according to DOL its final rule would not have a significant impact on small businesses. This FAR rule finalizes the interim rule without change and neither increases nor decreases the cost of the interim rule (81 FR 91627), which has been in effect since January 1, 2017.

There are no known significant alternatives to the rule that would accomplish the stated objectives of the E.O. and DOL regulation. In its final rule, DOL introduced several changes and clarifications that may ease the compliance burden. For instance, DOL provided greater detail and clarity about how companies with paid time off policies can use those policies to satisfy their obligations under the E.O. In addition, if a collective bargaining agreement (CBA) ratified before September 30, 2016, applies to an employee's work performed on or in connection with a covered contract and provides at least 56 hours of paid sick time each year, the employee will be exempted from the requirements of the E.O. and 29 CFR part 13 until CBA termination or January 1, 2020, whichever is earlier.

The rule was also modified to allow employers to meet the requirements of this rule through multiemployer plans or other funds, plans, or programs. This may ease the burden for those employers in industries with transitory or mobile workforces.

Interested parties may obtain a copy of the FRFA from the Regulatory Secretariat Division. The Regulatory Secretariat Division has submitted a copy of the FRFA to the Chief Counsel for Advocacy of the Small Business Administration.

VI. Paperwork Reduction Act

The Paperwork Reduction Act (44 U.S.C. Chapter 35) applies. However, the information collection requirements to the paperwork burden were previously approved for the DOL regulations under OMB Control Numbers 1235-0018, Records to be kept by Employers—Fair Labor Standards Act, 1235-0021, Employment Information Form, and 1235-0029, Government Contractor Paid Sick Leave.

List of Subjects in 48 CFR Parts 1, 11, 22, and 52

Government procurement.

Dated: July 31, 2018.

William F. Clark,

Director, Office of Government-wide Acquisition Policy, Office of Acquisition Policy, Office of Government-wide Policy.

Interim Rule Adopted as Final Without Change

■ Accordingly, the interim rule amending 48 CFR parts 1, 11, 22, and 52 which was published in the **Federal Register** at 81 FR 91627 on December 16, 2016, is adopted as a final rule without change.

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DEPARTMENT OF DEFENSE

GENERAL SERVICES ADMINISTRATION

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

48 CFR Parts 1, 22, and 52

[FAC 2005-100; FAR Case 2016-007; Item II; Docket No. 2016-0007; Sequence No. 1]

RIN 9000-AN10

Federal Acquisition Regulation: Non-Retaliation for Disclosure of Compensation Information

AGENCY: Department of Defense (DoD), General Services Administration (GSA), and National Aeronautics and Space Administration (NASA).

ACTION: Final rule.

SUMMARY: DoD, GSA, and NASA adopted as final, without change, an interim rule amending the Federal

Acquisition Regulation (FAR) to implement Executive Order (E.O.), Non-Retaliation for Disclosure of Compensation Information. The interim rule also implemented a final rule issued by the Department of Labor.

DATES: *Effective:* August 22, 2018.

FOR FURTHER INFORMATION CONTACT: Ms. Zenaida Delgado, Procurement Analyst, at 202-969-7207 for clarification of content. For information pertaining to status or publication schedules, contact the Regulatory Secretariat Division at 202-501-4755. Please cite FAC 2005-100, FAR Case 2016-007.

SUPPLEMENTARY INFORMATION:

I. Background

DoD, GSA, and NASA published an interim rule in the **Federal Register** at 81 FR 67732 on September 30, 2016, to implement E.O. 13665, Non-retaliation for Disclosure of Compensation Information. The E.O. was signed April 8, 2014, and was published in the **Federal Register** at 79 FR 20749 on April 11, 2014. E.O. 13665 amends E.O. 11246 to provide for a uniform policy for the Federal Government to prohibit Federal contractors from discriminating against employees and job applicants who inquire about, discuss, or disclose their own compensation or the compensation of other employees or applicants. The interim FAR rule also implemented the final rule issued by the Office of Federal Contract Compliance Programs (OFCCP) of the Department of Labor (DOL) to implement E.O. 13665. The DOL final rule, entitled “Government Contractors, Prohibitions Against Pay Secrecy Policies and Actions”, was published in the **Federal Register** at 80 FR 54934, on September 11, 2015. The DOL rule revises 41 CFR part 60-1. Two respondents submitted comments on the interim FAR rule.

II. Discussion and Analysis

The Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (the Councils) reviewed the public comments in the development of the final rule. A discussion of the comments is provided as follows:

A. Summary of Significant Changes

There are no changes to the interim rule.

B. Analysis of Public Comments

Comment: Both respondents strongly supported the interim FAR rule. Both respondents stated that the interim rule is necessary to bring an end to pay secrecy policies and practices that perpetuate discrimination, including the